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JANUARY 1951

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of Local Government Officers



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salaries claim



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TRAVEL BY TRAIN

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The last lap

ON JANUARY 17, the Association's claim for an increase of 20 per cent in the salaries of local government officers will be presented to the National Joint Council for the service. We can see no reason why discussion need be prolonged, nor decision delayed. The facts are beyond dispute. Since 1946, when present standards were fixed, the cost of living has increased by at least 20 per cent and the rise continues. In the same period, as Mr. Gaitskell disclosed on November 2, earnings generally have increased by an average of 20 per cent. But not the earnings of local government officers.

Salaries in the service have thus fallen behind the standard which the employers themselves considered appropriate in 1946, they have failed to keep pace with the cost of living, and they stand below the levels attained by other workers. How far below was demonstrated by the Chancellor on November 15, when he told Parliament that, between 1938 and 1949, prices of consumer goods and services had advanced by 85 per cent and total disposable incomes, after deduction of income-tax and National Insurance contributions, by 95 per cent. In that period, NALGO's own inquiries have shown, the earnings of local government officers have advanced by only 52 per cent in London and by 63 per cent in the rest of the country. Since these are gross earnings, it is clear that the increase in their disposable incomes must be lower still.

The result has been brought home to the employers and the public during the past few weeks. From all quarters we have been told of good men and women leaving the service for better-paid work outside, of local authorities finding it difficult and often impossible to replace them either with qualified officers or with junior entrants of the standard hitherto demanded, and of many of those who remain being compelled not only to tighten their personal and domestic belts but to give up their leisure to all manner of odd jobs that will bring in an extra shilling or two with which to pay the ever-rising bills.

These facts our employers know. Although the devoted labours of existing staffs have largely maintained the efficiency of local government hitherto, they must recognise that this cannot long continue, and that, if the position is not speedily and effectively remedied, those services of which they, and we, are so rightly proud, must soon begin to run downhill. On January 17 they will have the opportunity to apply the remedy, and we trust they will seize it by promptly agreeing to NALGO's claim.

Not forgotten

Some disquiet seems to have been caused among members in the other services covered by the Association—health, electricity, gas, and transport—who, having read the widespread publicity given to the claim for the local government officer, fear that they are being overlooked. They need have no alarm. NALGO has every intention of seeking a parallel increase for them. But conditions and negotiating machinery for the various services are not identical, and call for different tactics and timing. To have published the claims of five separate services simultaneously would merely have confused the public. Therefore, the National Executive Council wisely decided to publicise the local government claim first, deferring publicity for the others until that had been satisfactorily settled. Indeed, in view of the different character of the negotiating machinery, publicity on a similar scale may prove to be unnecessary. The claim for those health service staffs who are covered by the administrative and clerical functional council has already been presented, and those for other sections are being pressed as rapidly as possible.

Higher subscriptions

A year when all members are suffering unprecedented economic hardship will seem to many the last in which to propose an increase in Association subscriptions. Yet the scheme we publish this month, and which the N.E.C. is to present to Conference, is both inevitable and overdue. The fact is that, for years, NALGO members have been getting their trade unionism on the cheap. Their subscriptions have been among the lowest of any trade union in the country—and certainly lower than those of any trade union giving comparable service. The proposed changes will enable the Association both to pay its way and to build up reserves from the present figure of 19s. 4d. per member (of which only 8s. 1d. is in "liquid" form) to something more nearly approaching the average of £7 7s. 5d. per member held by other trade unions. And, even then, the bulk of members will be getting its manifold services for less than 7d. a week. Few, we fancy, will consider that too much to pay: especially if, as we confidently hope, all are enjoying an increase in salary as a result of this year's efforts, before the higher rates become payable.

How the L.G.O. lives today

**Vanished hopes, shattered plans,
reveal human side of pay claim**

by W. V. STARK

The press, supporting our salaries claim, has spoken of the local government officer's "genteel poverty." To see how thick is the veneer of respectability which makes the poverty genteel, I visited one London council office and talked to five members—five out of scores in similar plight.

The first, a general division clerk, living with his wife and four children in three upstairs rooms which allowed neither privacy nor comfort, just has no margin to save for a better home. He spends every penny of his earnings to provide for his family: he cannot afford to help his widowed mother, and feels miserable because of this. His commitments are personal, true, but rising costs have overtaken this thirty-year-old man who passed an examination to get his job, and was efficient enough to be a warrant officer clerk during the war. Four years ago, he had hopes and plans. Now, his hopes of a house have vanished with his sayings, and his plans for future advancement are vanishing, too. Study, in such surroundings, is virtually impossible. A 20 per cent increase would give this officer a margin on which to base fresh hope and effort.

The last economy

Riding a bicycle is good exercise and often good fun. To be able to make your own dresses is a useful and enjoyable hobby. But to be compelled to cycle to the town hall daily, wet or fine, hot or cold, because you cannot afford the bus fare, and to have to make all your own clothes, even if the result looks third-rate, because you cannot afford to buy them, is less pleasurable.

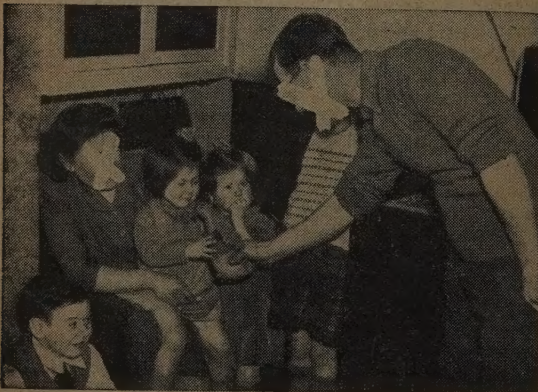
The second to whom I spoke was one of the many officers who cycle daily to this town hall. He told me that he could not afford to "waste his money on fares." What he meant was that he, and the others, had reached

the stage where there was no other economy they could make. He has long since stopped smoking, and seldom spends money on entertainment for himself and his wife: by cycling home to lunch, instead of buying a mid-day meal, he is able to save a few more coppers at the cost of some effort.

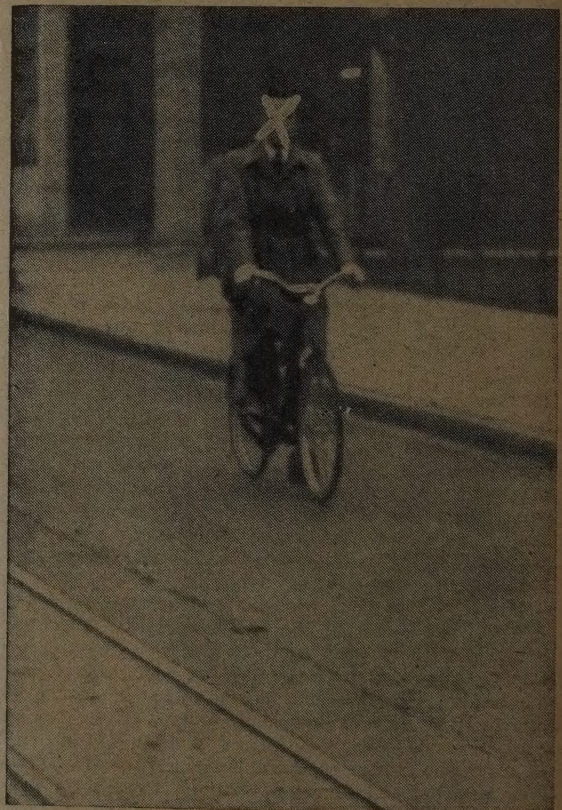
The pleasures of number three, a girl clerk who makes her own clothes, were few: she likes ice skating, but to go is a treat to be skimped for. Unlike the many twenty-year-olds in local government who are subsidised by their parents, she has to pay her way and help her parents. The cost of living is her constant worry.

Dressmaking—for a holiday

The fourth, a general division clerk, had passed the intermediate examination of his professional institute and is



Living in three rooms, this General Division officer can neither save for a better home nor study for promotion.



One of the thousands who must cycle to work in all weathers because the pay packet will not run to tram or bus fares.

studying for his final. He has been unable to complete the home he started a few years ago, and manages to keep going only because his wife does home dressmaking, not for herself alone, but for other people. A dress stand in the corner of the living-room is not everyone's idea of decoration—nor is a sewing-machine the ideal background for study. But without them there would be no holiday, not even the cheapest camping one, nor any Christmas stocking for their daughter. Now, when this officer is working on his correspondence course, his wife is seeking to qualify as a dressmaking instructress. Should it be necessary, and here as in many other cases it is necessary, for the wife of a qualified man to do spare time work?

Tried to escape—but underweight!

The fifth, a young typist, recently decided that the endless scheming to make ends meet was no longer worth

the effort and tried to join the WRNS. She was rejected—because she was underweight.

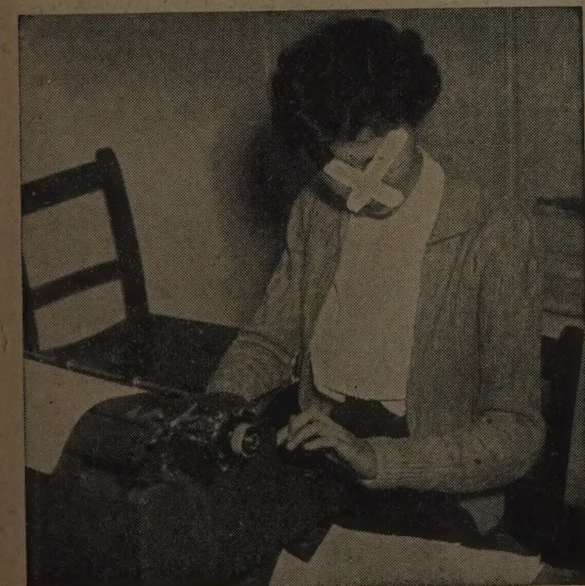
These five were found in one town hall in as many minutes. A hundred others could have been found there just as easily—and thousands in other council offices throughout the country. They are members of a service whose controlling body has said that it should be in the "first flight of good employers" with salary scales that will "raise the standard," offer "a reasonable career," "ensure an adequate flow of young entrants of the type required," and inspire "public confidence in its efficiency and integrity, and its wellbeing." Each is required "to give his undivided allegiance to the authority employing him" never to "subordinate his duty to his private interests"; and to maintain "a standard of integrity and conduct not only inflexible but fastidious."



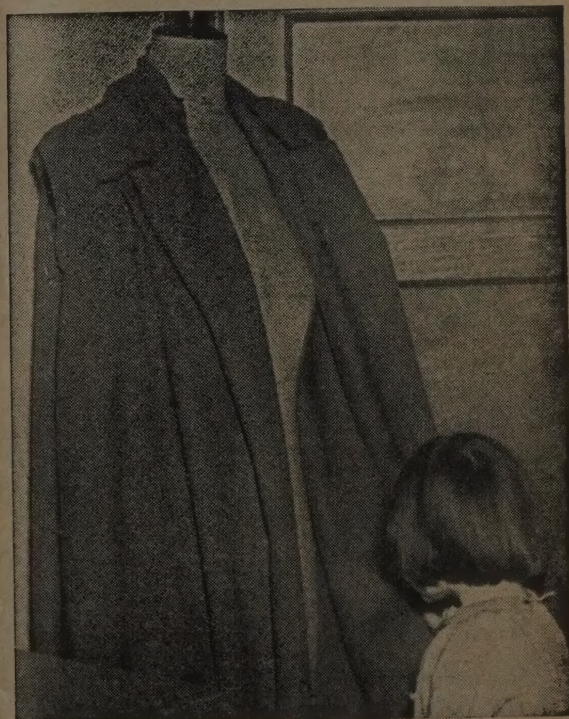
Only by making her own clothes can this clerk save enough to pay her way, help her parents, and enjoy a little pleasure.



The constant rattle of a sewing machine makes study difficult. But there is no alternative for this married couple.



She saw a way of escape—to the WRNS. But the diet she could afford on an l.g.o.'s pay, had left her too thin!



The dress stand is no domestic ornament. But many wives, like the owner of this, must work to eke out their husbands' pay.

Branches back the pay claim

BRANCHES gave powerful support last month to the Association's salaries claim. All over the country, in great cities and small market towns, in counties and rural districts, they voiced the concern of members at the grave threat to the future of the local government service presented by today's low salaries, driving good officers away, drying up the flow of recruits, and imposing hardships, frustration, and discontent among those who remain.

As a result, whereas in November it was largely the national press that reflected and backed NALGO's claim, last month it was the turn of the local newspapers. Every day into Headquarters poured scores of cuttings reporting, usually prominently, almost invariably sympathetically, and often with editorial endorsement, the speeches made at annual general meetings or the statements issued by branch executive committees.

"Give them the money, Barney!"

Ten branches were selected as provincial "platforms" from which chosen speakers—usually members of the National Executive Council—presented the case with a wealth of local illustration. In addition, scores of other branches, large and small, voiced it in their own areas, obtaining more circumscribed, but no less effective, publicity.

But the publicity was not confined to the local press. In many areas speeches were reported on B.B.C. regional news bulletins or secured prominence in national dailies. Outstanding among these was the "Daily Graphic," in which "Candidus," one of the most widely read commentators writing today, made the speech of L. G. SIRETT, N.E.C. spokesman at the Hendon branch meeting, the theme of his article on December 4. Wholeheartedly endorsing the claim, "Candidus" wrote, under the headline: "You must stop being a bad boss":

"The staffs of our local councils are our employees. They work for us; we pay their salaries and wages. The trouble is that we pay too many of the key officials too little. There has been no general increase—except in the very lowest grades—since 1946. Is there any other employer in the country who has been able for so long a period to avoid giving rises all round?"

"Like every other employer, we get what we pay for. If we grudge the market price for high quality stuff, we shall have to make do with people who cannot make the grade for the better-paid jobs elsewhere. Old loyalties may help us to hold most of the officials we have already—but they get nearer retiring age all the time. And shouldn't we feel ashamed to treat loyal servants so shabbily?"

"NALGO is asking for a 20 per cent. rise in its members' salaries. The men who have stuck to their jobs in spite of every temptation to go elsewhere deserve no less than that. No smaller increase in scales will make the future of local government secure."

"Look at your last demand note for rates. The rise will mean higher rates—though I can think of economies to set against it. But turn to the back of the demand note. See the list of services local government provides—ask if you can afford to do without



Manchester members voting support of the claim. A picture of Birmingham's meeting of over 1,500 is on the front cover.

them, or to have them inefficiently run. I think you will say: 'Give them the money, Barney.'"

This article brought protests, but "Candidus" was unrepentant, returning to the attack on December 12. Replying to his critics who complained that they could not afford to pay higher rates, he wrote:

"Keeping down council salaries won't keep down rates. It may send them rocketing. We pay local government officers to do certain things. The key men among them are responsible for services which cost many times the amount of their salaries. If they are good at their job they make sure the ratepayers get full value for every penny that is spent. If they are careless or inefficient, waste creeps in and costs mount all the time. Householders pay more—and get less."

"We shall save on salaries—but for every pound we save, wasteful spending, bad organisation, and lack of 'know how' will cost us ten or twenty. Therefore it isn't a case of my wanting to be kind to council officers at the ratepayers' expense. I'm trying to save my own pocket as a ratepayer from the high cost of inefficiency. The nation needs trained minds. It needs ability and drive and creative energy—but it will get them only in diminishing quantity if it continues to penalise their possessors."

"The public will suffer"

"At another of the "platforms," at Birmingham, more than 1,500 members packed the city's Central Hall to hear C. B. EVANS, branch president and N.E.C. member put, the case with vivid pungency. After describing how the work of Birmingham's housing department was being hampered by the departure of qualified assistants for more lucrative posts outside, he said:

"What of the future if this drift is not stopped? One of our major policies is to encourage staff to become qualified. To what end? To provide qualified staff for firms outside the service? Unless the local government service is made attractive enough to retain its best men, your local government offices will eventually be staffed with third-rate officers from whom one can only expect third-rate service. The eventual sufferers will be the public."

"If our employers want a fully qualified and efficient service, then they must be prepared to pay adequately for it. How can a man give of his best when harassed by financial worry? There is something amiss when a service which prides itself on its dignity and importance forces its employees to take up jobs outside working hours such as barmen, stewards, canvassers, and taxi-drivers, to make ends meet."

Equally vigorous was L. J. A. MOIR, Croydon's branch secretary. Addressing an A.G.M. attended by 700 members he said:

"Nearly 90 per cent. of the Corporation's administrative, professional, technical, and clerical staff get less than an unqualified bank or insurance clerk at the age of 32—and they go on a long way after that. Seventy per cent. of our staff have a maximum below the minimum of a new police constable; 92 per cent. a maximum below that of a police sergeant; 94

per cent a maximum below the new maximum for teachers. Our 25-year-old clerical officer gets less than a dustman or a lavatory attendant.

"Our service has become the Cinderella of sedentary employment—largely through the exploitation of our loyalty and restraint. Yet all our education, industries, and hygiene depend on local government. Any short-term policy of economising on the quality of the officer will be the surest and quickest way to catastrophe."

Mr. Moir concluded with a graphic illustration of the cheapness of local government. The citizen of Croydon, he said, got the whole of his libraries service for the price of one newspaper a week, his fire service for the price of half a box of matches, street lighting for the cost of a household candle, his public health service for the cost of half a dozen aspirins, all the parks and open spaces for the cost of a seedling snapdragon, refuse collection and disposal for the price of a flypaper, and the care of deprived children cost him no more than one acid drop. To grant the Association's claim would cost them an additional 1½d. a head a week—one hundred and fiftieth part of what they spent, on the average, on entertainment, gambling, drink, and tobacco.

"Community's caretakers"

At Manchester, J. P. PHOENIX, N.E.C., gave lively warning of the "inexorable" danger of forcing the technicians of the service to devote their spare time to outside jobs by which to earn enough to make ends meet.

"Officers who should be keeping up to date in the most modern developments on, say, the use of penicillin, or the employment of pre-stressed concrete," he said, "are getting out of touch, to the ultimate detriment of the service. The full effect is not yet apparent—but if something is not done soon, the English local government service will find itself with a staff that is cynical and disillusioned, and it will be too late."

At Leeds, F. G. B. HUTCHINGS, city librarian and branch president, described local government officers as "the community's caretakers," adding:

"Civilised society depends primarily on your work and mine. It is not the kind of work which hits the headlines unless something like the recent outbreak of smallpox in Glasgow occurs to remind us that plague and pestilence are always lurking in wait for an opportunity. It is the local government service that ensures immunity from such epidemics. If the day should come when the officers are not properly trained or qualified, the result may well be disastrous."

Mr. Hutchings provided an amusing illustration of the financial plight of the officer.

"Not so long ago, a railway porter to whom I gave a 1s. 6d. tip looked at it and said: 'That's no use to me.' I said, 'Well, brother, it's some use to me'—and took it back!"

At Derby, JOHN PEPPER, N.E.C., and one of the Association's trustees, declared:

"We have, hitherto, exercised phenomenal restraint, advising members: 'Rather than look for what you can get out of your work, see what you can put into it.' But the time has come when, in the nation's interest, we must take action. For we can no longer recruit junior staff of the right standard. And we cannot afford to have second-rate material when the safety of the community is at stake. The employers have a duty to grant this claim—a duty to us, to themselves, and, most of all, to the ratepayers they represent."

At Cardiff, KENDAVIES stressed the damage being done to the service by recruitment difficulties.

"In one authority," he said, "they are 50 per cent. below the establishment in architects, 18 per cent. below in the surveyor's staff, and seven medical officers, 26 dental officers, and 45 health visitors below strength in the public health department."

Other "platform" meetings were held at Plymouth, Southampton, and Liverpool, at which the case was put with equal force by G. R. ASHTON, N.E.C., LEIGHTON JONES, Southern district organisation officer, and STEPHEN DUNCAN, N.E.C.

In addition, scores of branches dealt with the campaign at their annual general meetings, of which we have space to report only four random extracts:

"It is not true that the black-coated worker is a non-producer. Not a brick could be laid, not a factory operated, without him. No service could operate in this city without the Guildhall staff."—E. L. RILEY, Association President, at Hull.

"Freezing salaries will not produce efficiency. If a man has to seek spare-time employment to increase his earnings, his efficiency in his job must be reduced. Qualified meat inspectors who prevent diseased meat getting to the people of Swindon are paid less than the man who sweeps up in the slaughterhouse"—speaker at Swindon A.G.M.

"If the Association's claim is not met, there will be a national calamity in the local government and national health services. Officers will leave, as they have left the tuberculosis and dental services. And if local government and the hospitals fail, the civilisation of this country will fail"—Miss M. W. CURTIN, N.E.C., at the South Warwickshire Hospital Group branch A.G.M.

"Some of the technical officers in my department are getting less pay than the roadmen whose work they have to direct."—J. A. HERBERT, at Westmorland County A.G.M.

Chief officers' support

While most of the speakers at branch meetings were N.E.C. members or branch officers, in some chief officers led the demand for acceptance of the claim. At the meeting of the West Cornwall branch at Falmouth, for example, F. R. MOUNTFORD, town clerk of Penryn, moved a resolution supporting the N.E.C. action, explaining:

"As a chief officer, I will not be affected by the increase claimed. But I support the move because, knowing the difficulties of recruitment, I fully realise the danger of current salaries to vital services."

At Eastbourne, C. GORDON, deputy town clerk, after declaring that the public would support the claim if they knew the facts, gave some striking local examples:

"We had a clean-out in the town planning section of the borough engineer's department. Nearly all the staff went elsewhere for better-paid jobs. The department is now finding it extremely difficult to get engineering assistants for the salaries offered, and quantity survey work is having to be put out to private enterprise."

Equally effective were the press statements put out by some branches. Warwick and district, for example, in a statement broadcast in the B.B.C. Midland news, emphasised the general discontent throughout the service and its harmful effect. Sheffield warned that the growing shortage of applicants for posts, inconvenient today, "might well become tragic in a year or two." Scunthorpe reported that 13 per cent. of its officers had resigned in the past eight months and that one post in every seven out of a staff of 125 was now vacant. Coventry declared that the present trickle of officers leaving would become "a cascade" this year if pay was not improved, and roundly accused the Corporation of "exploiting cheap labour" knowing that its staff was too loyal to the public to strike over salaries.

And so the flood continues, in ever-rising volume. Thanks to NALGO's efforts, there can indeed be few councillors or ratepayers who have not had forcibly brought home to them the urgency of our claim and the dangers which must follow its rejection or postponement.

N.E.C. plan to raise £500,000 reserve fund

PLANS FOR increasing NALGO's revenue to enable it to build up the £500,000 reserve fund approved by last year's Annual Conference, and to carry out its growing trade union work with maximum efficiency, were approved by the National Executive Council on December 2.

The proposals will be submitted to this year's Conference. They will, if adopted, increase the Association's annual income from members' subscriptions from approximately £273,000 last year to approximately £336,000, thus making it possible to set aside £50,000 each year for the next ten years to build up a special reserve fund, and to meet increasing commitments. To achieve this, the N.E.C. recommends a revision of the present basis upon which subscriptions are payable, and an increase in the amount of subscriptions, especially for those getting higher salaries.

The Council also approved a number of amendments and additions to the scheme for adaptation of the Association's machinery, designed to give members in each of the five services it represents a recognised part in the development of service conditions work and policy and to increase the efficiency of Conference and the N.E.C. This scheme was before last year's Conference, but it was then decided to defer consideration of it for twelve months, to give branches and district committees time to study it thoroughly.

The financial report and recommendations are as follows:

The report

INTRODUCTION

It was assumed that, when Conference adopted in principle section 12 of the main report on the Adaptation of Association Machinery and referred to the N.E.C. the duty of making a supplementary report, showing the administrative financial recommendations proposed, it, in effect, gave the N.E.C. complete freedom to consider the question in all its aspects and did not necessarily restrict its enquiry to the specific words contained in that section.

Therefore the broad terms of reference were considered to be:

To consider the financial requirements of the Association having regard to the proposed structure and future development.

To provide a revenue basis for national, district and branch purposes, adequate for each and likely to meet requirements for a reasonable future period.

To provide reasonable elasticity in the revenue basis if future circumstances show an increase in the annual amount is necessary, alternatively if it could be reduced.

To remove as far as possible existing financial anomalies between respective districts and to some extent branches.

To raise the annual revenue from the members in the most equitable and convenient way.

To retain existing powers to the N.E.C. to give special financial assistance to districts and branches—where such is necessary, subject to such rules and requirements as the N.E.C. may from time to time adopt.

The problem was considered under the following heads:

- A. The Special Reserve Fund.
- B. The subscription income necessary for headquarters.
- C. The allocation to Districts.
- D. The allocation to Branches.
- E. The total revenue required and the subscription basis proposed.

SECTION A. THE SPECIAL RESERVE FUND

Conference has provisionally accepted the recommendation to provide a special reserve fund of £500,000 in a period not exceeding ten years.

Your Council consider that rules should be made to cover the following points:

1. That for a period of 10 years the first £50,000 of annual gross revenue shall be transferred to the special reserve fund.
2. The fund (and its accumulation) shall be invested in dated Trustee stocks and in no other way whatsoever, provided the Trustees of the Association or the N.E.C. may sell any such investment and re-invest the proceeds as they think fit, and nothing in this paragraph shall prevent the fund or any part of it being deposited with the Association's bankers as an alternative to investment in Trustee securities.
3. No part of the fund shall be used for any capital purpose of the Association nor lent to any ancillary of the Association without the prior consent of Conference, nor hypothecated as collateral security against any loan or overdraft except for the purposes in paragraph 4.
4. The N.E.C. may use the fund solely for any purpose connected with the trade union or service conditions policy of the Association provided always that no other moneys are conveniently available for such purpose, though Conference may subsequently resolve on the recommendation of the N.E.C. that any expenditure already incurred for such purpose and defrayed out of other moneys of the Association shall be charged against the special reserve fund with the necessary consequential adjustment of balances.

5. If the N.E.C. have reason to use the special reserve fund, they shall, as soon as convenient, so inform the members by a letter addressed to branches, or by notice in the Association's magazine, specifying the amount used or to be used, unless any question of policy, or the interests of the members, makes such course undesirable.
6. The Association's revenue, from which any contribution is made to districts or branches, shall be exclusive of the amount appropriated year by year to the special reserve fund.

SECTION B. THE SUBSCRIPTION INCOME NECESSARY FOR HEAD-QUARTERS PURPOSES

The accounts for recent years indicate that the net annual cost of Headquarters' requirements for future years will not be less than **£170,000**.

Whilst there is some present evidence that the yield from subscription income on the present basis is increasing, it is equally true that expenditure may also show an upward tendency, and your Council think that it is desirable there should be a measure of flexibility in the Association's revenue to smooth out short-term variations as between one year and another.

SECTION C. THE ALLOCATION TO DISTRICTS

Your Council consider the problems of district finance to meet the proposed new structure to be:

- (a) The extra cost arising from the new service conditions sub-committees for:
 - (i) travelling expenses and subsistence.
 - (ii) office expenses in its broadest sense, although some part of this will fall on the District office.
- (b) variations in expenditure as between one district and another owing to its geographical density factor, particularly as regards travelling and subsistence of branch delegates.

The ideal method of allocating funds to Districts should, in your Council's opinion, satisfy the following points:

The sum allocated should be adequate—but not excessive—to prevent either extravagance or the accumulation of unnecessary balances and reserves; should be capable of quick expansion without the delay of waiting Conference prescription so that the work of the Association at district level shall not be impeded; and should take into account variations of density, branches and members as between one district and another.

Further, it is considered that an additional part of increasing national income should not be directed to district purposes merely by the operation of a mathematical percentage or by merely extraneous circumstances, unless such circumstances justify it.

With those points in mind, your Council considered:

- (a) the present basis of district allocation, its advantages and its weaknesses to meet the varied demands of the geographical districts;
- (b) the advantages and disadvantages of advancing to district committees on the basis of approved estimates similar to those used by the Headquarters spending committees;
- (c) a variety of "weighted" formulas, both with a fixed and a variable global sum designed to give financial assistance to meet a variety of circumstances including—
 - (i) density—which reflects itself in travelling expenses and subsistence allowances;
 - (ii) expenses contributable to variations in membership; and
 - (iii) a sum for propaganda expenses within the geographical district.

Conclusions

Taking all these matters into account and weighing the relative merits of all schemes examined your Council think the most practicable arrangement is to continue to allocate to districts a global sum of 5 per cent of the previous year's apportionable subscription income, i.e. the gross amount collected reduced by the contribution to the special reserve fund. The distribution should be based on and be proportional to district membership with a special and additional allocation to Scotland to obviate the need of the Scottish district raising a levy of constituent branches and at the same time to make a graded reduction in the larger districts.

SECTION D. RETENTION BY BRANCHES

Whilst districts are required to submit their annual accounts for information of the N.E.C., there is no similar requirement as regards branches. Thus, the financial state of branches has always been a matter of conjecture. It was generally believed that the present branch rebate (35 per cent or 40 per cent) gave adequate funds for local purposes because:

- (a) There were few requests for additional grants under Rule 10 (c).
- (b) Many branches were known to have comparatively large reserves.
- (c) The Association's income has grown rapidly and continuously in recent years.

In 1950, branches were invited to submit an epitomised revenue account for their last financial year. For the first time a reasonably complete picture of branch finance was available. Completed returns came from:

	Per cent
638 out of a total 1,196 branches representing 117,535 members	53.3
out of a total of 189,261 members	62.1

Each district (save the Eastern district) returned about the same percentage, and therefore it can be assumed that this large "sample" is reasonably indicative of the whole of the branches.

The questionnaire revealed some surprising facts:

- (a) The liquid reserves of the branches was

disclosed as £105,085, an average per member of 17s. 11d.—and arranging the branches in order of size the lowest average was 14s. 2d. and the highest group average £1 4s. 0d. per head.

Thus it can be estimated that the reserves in branch hands must be not far short of £200,000, which may seem paradoxical when the national reserve in securities is only about £73,000.

- (b) Local levies were only necessary in the case of 30 branches out of the 638 and the amount raised only £780 out of a total income of £72,063, approximately 1 per cent.
- (c) The subscription rebate (approximately 10s. per member) was very much in excess of the branch expenditure on purely trade union work (£60,652 rebate—trade union expenditure £40,206).
- (d) Branches had "other income" £10,631 equal to 14.7 per cent of their total which was nearly sufficient to cover "local activities" £11,792.

The various proposals examined

Your Council examined the advantages and disadvantages of the present 35 per cent rebate. It also considered the stabilisation of a proportion of national income for retention by branches, and, in addition, a formula designed to give a fixed sum per member for trade union purposes together with a variable amount dependent upon the income raised in a branch through its own local activities.

Conclusions

A continuation of the present percentage method of branch finance is advisable with some slight variation in its incidence as follows:

33½ per cent of the apportionable subscription income to be retained by branches, an additional sum being retained by "county" and "scattered area" branches to preserve the existing differential between those and other branches. In addition, special assistance under Rule 10(c) of the Association's rules to continue to be available.

It is appreciated that, if the apportionable subscription income were to be used as the basis of retention, branch honorary treasurers would not know exactly how much of the total income collected in the branch should be retained for branch purposes. It is proposed to overcome this difficulty by resorting to percentages of gross branch subscription income that would be approximately equivalent to percentages of the apportionable subscription income. 33½ per cent of the apportionable subscription income is approximately equivalent to 28½ per cent of the gross subscription income, and therefore it is proposed that branches should retain 28½ per cent of their gross subscription income, "county" and "scattered area" branches retaining 32½ per cent. It is estimated that this will give a total yield of £97,300 to branches, as against £96,852 for 1949 (the latest figures available).

SECTION E. TOTAL REVENUE REQUIRED

Total revenue required

Your Council estimates that the annual revenue required for all purposes will, for

some years to come, not be less than the following:

Headquarters	£170,000
Districts	14,300
Branches	97,300
Special Reserve Fund	50,000
	<hr/>
	£331,600

The subscription basis

For this purpose only two alternatives are available.

- (a) An equal sum for members.
- (b) A variable sum based on some appropriate scale.

It could be argued in support of method (a) that benefits are universal, equal and mutual; it is easy to apply and collect; variations in salary may be the evidence of "ability to pay"—they do not equal "benefits received," in fact, are often the converse; it is the numerically larger lower salary groups which require the greatest expenditure for trade union purposes generally and service conditions in particular.

Against which there are very cogent arguments that benefits are substantial and valuable even in the higher groups; individual high salaries may owe something to past trade union activities; the cost would be not less than about £1 15s. 0d. per head—some increase to the lower-paid members.

The present NALGO scale range can be criticised on the grounds that it has no relationship to the Charter grades; Scales I and II apply to a very small proportion of members; Scale VI includes 25 per cent of the members with salaries ranging from £450 to £2,000 or more; London "weighting" alone can carry a man into the next scale range; being based on arbitrary salary point, the departmental collector may be unaware of the correct scale on which the member may be paying.

Your Council think that the essentials of a good variable scale are that the number of points in the scale should not be too numerous; the change from one point to another should not be arbitrary, but be for some reason the member can understand (or on promotion to a higher grade); the number of members in any group should be reasonably large; relief below the arithmetical average should be given to the General Division officer.

Conclusions

It seems that a variable scale is the only likely acceptable solution. The turning points of the subscription rates should have reference to maximum grade salaries and not to arbitrary cash amounts, for two reasons:—

- (a) Branch treasurers and collectors may be aware of the grade of an officer but may not know the actual salary he is receiving.
- (b) There are differences existing in the salary structure of the various associated services, e.g. Local Government, Gas, Electricity, Health.

Flexibility

In considering this part of our problem

your Council has kept in mind the necessity for there to be some flexibility in income so that an increase (or reduction) can be achieved without upsetting the basis of subscriptions and without the delay which present procedure requires. This could be accomplished by the fixing of subscriptions so that the amount is payable over the first 10 months of the Association's year, for apart from the convenience to Branch officers and Headquarters to complete annual returns and similar matters, it would be competent for the N.E.C. by notice of motion to invite Conference to extend the scales up to a maximum of a further two months' subscriptions or any fractional part thereof. In the contingency of the income being larger than was required a suitable reduction in the 10 months' period could similarly be made.

The spreading of contributions over a 10 months' period may involve consideration of the method of paying contributions to the B. and O. Fund. This matter, however, will be dealt with as a separate issue, being outside the scope of this report and scheme.

The scheme

SECTION 1. SPECIAL RESERVE FUND

A special reserve fund of £500,000 to be provided in a period not exceeding 10 years, and to be governed by rules limiting its use by the National Executive Council, as stated in Section A of the Report. A sum of £50,000 to be deducted from the gross annual subscription income each year before any allocation to districts and branches is made, until the fund reaches £500,000.

SECTION 2. ALLOCATION TO DISTRICTS

A global sum of 5 per cent of the previous year's net subscription income, i.e. the gross amount collected reduced by the contribution to the special reserve fund, to be allocated to districts in the proportion that the adjusted district membership bears to the total adjusted membership of all the districts, the

adjusted membership to be computed as follows:

First 10,000 members to count in full
 1/2 of the next 5,000 members to count
 1/4 " " 5,000 " " " "
 1/4 " " members over 20,000 to count.
 Scottish District to have an additional cash grant of £150.

ILLUSTRATION

The effect of the foregoing provisions applied to the membership at October 31st, 1949, and the district grant of 1950 is as follows:

District	Membership	Grant in 1950	Adjusted membership	New Grant	+ or - on present
1	2	3	4	5	6
Eastern	11,351	£ 941	11,013	£ 956	£ 15+
E. Mid.	12,959	1,027	12,219	1,061	34+
Metro.	30,705	1,894	18,926	1,643	251-
N. East.	9,615	767	9,615	835	68+
N. West.	30,225	1,783	18,806	1,633	152-
Scotland	14,980	1,127	13,735	1,343	216+
S. East.	12,624	1,032	11,968	1,039	7+
South'n	10,602	870	10,451	907	37+
S. Wales	8,538	697	8,538	741	44+
S. West.	11,194	928	10,895	946	18+
W. Mid.	18,130	1,398	15,315	1,330	68-
Yorks.	18,338	1,307	15,419	1,339	32+
	189,261	13,773	156,900	13,773	-

SECTION 3. RETENTION BY BRANCHES.

28 1/2 per cent. of the gross subscription income to be retained by branches, the retention by "county" and "scattered area" branches being 32 1/2 per cent. Special assistance to branches to continue to be available under Rule 10(c) of the Association's Rules out of income allocated for headquarters' purposes.

SECTION 4. SUBSCRIPTION BASIS

The scale of subscription for members to be as follows;

	Annual subscription
Officers in receipt of a salary not exceeding £250	20s.
Officers in receipt of a salary exceeding £250 and on a grade which proceeds to a maximum of not more than £400	30s.
Officers on a grade which proceeds to a maximum exceeding £400 but not exceeding £500	40s.
Officers on a grade which proceeds to a maximum exceeding £500 but not exceeding £1,000	50s.
Officers in receipt of a salary exceeding £1,000	60s.

It is estimated that this scale of subscription would produce a total annual subscription income of £335,950.

The annual subscription to be payable in equal monthly instalments for the first 10 months of the Association's year, i.e. the period ending on August 31st, or in a lump sum in advance. Flexibility of income to be provided by Conference determining in any year whether fewer or more monthly instalments or a proportion of them shall be payable during the succeeding year.

SECTION 5. GENERALLY.

If the scales of subscription set out in

Section 4 of this scheme are adopted, the amount available for distribution to districts would be 5 per cent of the total income of £335,950 less the annual contribution to the special reserve of £50,000, i.e. an amount of £14,297.

If this amount were divided amongst the districts in accordance with the scale of allocation set out in Section 2, the following results would be obtained:

District	Membership	Grant 1950	Adjusted membership	New Grant	+ or - on present
1	2	3	4	5	6
Eastern	11,351	£ 941	11,013	£ 993	£ 52
E. Mid.	12,959	1,027	12,219	1,102	75
Metro.	30,705	1,894	18,926	1,707	187
N. East.	9,615	767	9,615	867	100
N. West.	30,225	1,785	18,806	1,696	89
Scotland	14,980	1,127	13,735	1,388	261
S. East.	12,624	1,032	11,968	1,079	47
South'n	10,602	870	10,451	942	72
S. Wales	8,538	697	8,538	770	73
S. West.	11,194	928	10,895	982	54
W. Mid.	18,130	1,398	15,315	1,381	17
Yorks.	18,338	1,307	15,419	1,390	83
	189,261	13,773	156,900	14,297	£524

Main scheme amendments

The amendments to the report and scheme on the Adaptation of Association machinery were proposed by the special N.E.C. committee, which prepared the original scheme, after consideration of the debate at last year's Conference. As will be seen, they provide a surer guarantee that each service shall be represented both on the N.E.C. and on the various service conditions sub-committees which it is proposed to establish in each district.

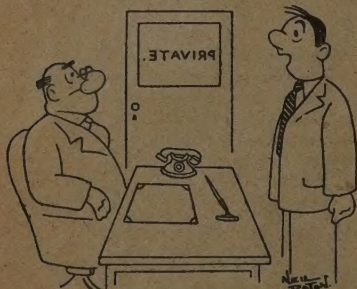
Copies of the financial recommendations and of the text of the report and scheme will be sent to branches about the end of January.

The amendments are set out below in bold type. For the benefit of members who wish to relate them to the full text, reference is given to the page on which the relevant paragraphs appeared when this was published in the September "L.G.S."

REPORT, section IV, recommending that the Council should be composed of representatives, each elected by all the members in his constituency, and not delegates, each tied to a sectional interest (p. 256, centre column). To this has been added the paragraph:

Your Council has, however, included a provision in the Scheme that if by the normal process of election the Council does not include any member drawn from one of the Association's groups, the chairman of the service conditions sub-committee which is to be established for that group under the proposal embodied in paragraph 44 of this Report, and under the arrangements more particularly specified in Section 8 of the Scheme, shall become a co-opted member of the Council.

REPORT, Section V, Service Conditions Machinery (p. 259, centre column).



"Would you please cut my salary by a couple of bob so I'll be eligible for public assistance?"

Before the last paragraph the following has been inserted:

With regard generally to the size, composition and election of the service conditions sub-committees of the district committee, your Council recognises that owing to the varying conditions in each district, no absolute uniformity is possible. While the Scheme provides for the basis of these sub-committees to be elective, it allows considerable elasticity in the arrangements to be made by each district committee, and in particular it provides for limited co-option to the sub-committees from among personnel of the service groups who may not secure direct election.

THE SCHEME, Section 2, National Executive Council (p. 261, centre column). In its original form, this paragraph read:

(a) Composition. The composition of the Council to rest on the "territorial" and not the "service group" principle; with no co-option of service group representatives.

Now, all words after "principle" have been deleted and the following added:

If, however, by the normal process of election the Council does not include any member drawn from one of the Association's service groups, the chairman of the service conditions sub-committee established for that group under Section 8 of this Scheme shall be a co-opted member of the Council. THE SCHEME, Section 7, District Service Conditions Sub-Committees (p. 262, centre column). Sub-paragraph (a) originally read:

Layout—Each district committee shall elect a service conditions sub-committee for each membership group in the district.

Now the word "elect" in line 2 has been deleted and "make suitable arrangements for the election of" substituted.

Sub-paragraph (b) originally read:

Election—The members of such sub-committees shall be elected by vote of the members of the district committee belonging to the membership group concerned.

This has been deleted and the following substituted:

Composition—The sub-committees shall be constituted by a process of election approved by the district committee, but it shall be open to the district committee to make a limited resort to co-option in constituting sub-committees by the appointment of members drawn from the service group concerned who may not be elected to such sub-committees through the normal process of election.

Sub-paragraph (h) originally read:

Schemes to regulate sub-committee machinery—District committees shall formulate schemes for the establishment of service conditions sub-committees on the foregoing lines and for fixing or regulating their size and mode of election, etc., subject to such broad directives, as the N.E.C. may give.

The words "mode of" in line 7 have been deleted.

Service conditions news

ELECTRICITY

Some store and time keepers to be graded as clerks

by L. G. MOSER



THE N.J.I.C. has decided that employees designated storekeepers or time-keepers performing duties in excess of those as defined in the N.J.I.C. agreement and which are mainly administrative or clerical should be graded as clerks.

It should be made clear, however, that there is no intention to interfere with the position of employees performing duties covered by the N.J.I.C., but members who are able to substantiate that, despite their designation, they are carrying greater responsibilities or are mainly performing administrative or clerical duties, should apply through their branch for action to be taken to establish an appropriate grade under the N.J.I.C. agreements.

Agreement for meter readers

Many meter readers and meter reader/collectors, who are normally covered by N.J.I.C. agreements, were regarded by their pre-vesting employers as part of the administrative and clerical staff. Many were members of NALGO and whilst, in 1947, the Association agreed with the manual workers' unions not to continue recruiting in these grades, it was agreed that the position of existing members need not be disturbed. NALGO has always taken the view that, whilst the N.J.I.C. terms and conditions of employment should apply to these grades as a class and there could be no question of the N.J.I.C. agreement applying to any of them, transferred employees who at vesting day enjoyed more favourable salaries or conditions should continue to do so. Wherever, therefore, Boards have proposed to force the N.J.I.C. conditions upon our members, appropriate action has been taken.

Now, I am pleased to say, the N.J.I.C. has given further consideration to the position of these employees and has agreed the following:

(a) A working week of 44 hours shall be operated in accordance with clause 28 of the National Agreement.

(b) Where hours other than those specified in (a) are at present worked, such additional hours as are necessary to bring the working week up to 44 hours will be paid for at the appropriate day rate for the grade as contained in schedule "A," and such additional payment will be added to the normal weekly payment received for the lesser number of hours.

(c) The difference between the resulting total rate specified in (b) above and the normal rate for a 44-hour week for the grade as contained in Schedule "A" will be treated as an excess rate personal to the individual.

(d) Overtime to be paid for in accordance with the terms of the National Agreement.

(e) Employees concerned will receive the right of option with regard to any sick pay scheme, in a manner similar to that afforded to all employees under clause 13 of the N.J.I.C. Sick Pay Scheme.

(f) Any holiday in excess of that provided in part four of the National Agreement will be retained as personal to the individual. Such excess holidays, however, will be paid for at the rate obtaining prior to the conversion specified in (b) above.

(g) The date of operation of the foregoing shall be the date upon which the District Councils have operated, or would operate the 44-hour week.

It is, of course, administratively desirable that all meter readers and collectors should work the standard N.J.I.C. hours, and I think this new decision will give fair and reasonable treatment to the large majority of our members.

There may, however, be some—for example, those graded under the Miscellaneous scales of the Charter who have not yet reached their maximum—whose existing contracts provide for future increments, and there may be others who enjoy some other more favourable conditions which are not covered by the agreement. NALGO will be prepared to take up the cases of any such members who may be adversely affected. There may also be employees who are designated meter readers or meter reader/collectors whose duties are not those normally associated with the grade, and special consideration may be needed in these cases.

The position of members who have outstanding appeals under paragraph 39 of the Charter is not affected by the decision.

Transfer to other unions

Employees covered by the agreement may now wonder what they should do about their NALGO membership. This is, of course, a matter for the members themselves. NALGO has no intention of seeking—and indeed would have no grounds on which to do so—to question the jurisdiction of the N.J.I.C. machinery in respect of meter readers and meter reader/collectors as a class. It has always, however, maintained the right to seek to preserve any more favourable conditions its members had as a result of more favourable contracts which existed before vesting day. If members in these grades consider that in their cases the new N.J.I.C. agreement does adequately and reasonably do this, and they feel they should now transfer to one of the unions represented on that machinery, we should not dissuade them.

National Joint Advisory Council

I am sorry to say that there was an error in my note last month on the reduced canteen charges for younger employees. The last sentence of the paragraph should, of course, have read "The cost should be borne by electricity boards and *not* by increasing normal meal charges."

GAS

Effect of Intermediate grades agreement

by L. A. GARRATT

THE intermediate grades agreement, published in December "L.G.S.", is the culmination of many discussions to produce a scheme suitable for the industry. The problem was a difficult one because of the variety of posts concerned and the lack of uniformity in the scales and conditions of service already existing.

One feature of the scheme is the two sets of conditions. A strong resistance against this proposal was put up by the unions' representatives, but was eventually withdrawn for other concessions relating to rates of pay and overtime.

It will, in the first instance, be for each area board to determine the grading of an employee and which set of conditions shall apply to him. The agreement does not mention a right of appeal, but this right is provided by the constitution of the National Joint Standing Committee, which gives the right of appeal against both grading and conditions. When determining which conditions shall apply, the boards are to have regard to the responsibilities of the work of an employee and his existing status.

Working hours

The hours of work are normally to be 44 per week, but provision is made that where classes of employees work different hours per week, these classes shall continue to work these hours. This does not mean that the different hours must necessarily be greater, and where classes of employees work less than 44 hours, the lower hours should be safeguarded.

For conditions 1, the sick pay allowances are the same as for staff, and while the conditions and qualifications have yet to be finally drafted it is expected that they will be the same as in the staff scheme. The allowances for conditions 2 are an intermediate arrangement between the staff and the manual workers, and it is expected that the conditions will be similar to those of the manual workers.

The "better conditions" clause covers both rates of pay and conditions of service and, provided that no employee graded as intermediate has, in the past, enjoyed conditions of service better than those agreed for staffs, there should be no worsening of pay or conditions for any intermediate grade employee.

As the areas have been waiting for final

settlement at national level, there should be no delay in the area joint standing committees implementing the scheme, which by reasonable application can remove many anomalies and the feeling of frustration felt by so many within this grade.

By the time these notes appear in print, several area committees will already have met, and I trust that area boards will avoid the delay experienced by the staffs in certain areas in the implementation of their scheme. It is appreciated that salary gradings are retrospective, but it is very difficult for conditions of service to be so applied, and delay in many cases reacts unfavourably. This can only create a feeling of discontent, which does nothing but harm to the service at a time when unity is so desirable.

HEALTH

Ministry heeds protest against lock-out

THE TRADE dispute between the staff and management sides of the Administrative and Clerical Staffs Council over the interpretation of A.C. Circular No. 12 (dealing with the pointing system for salaries of senior administrative staffs of hospitals) will be heard by the National Arbitration Tribunal on January 4.

The original decision of the staff side to report a dispute was made at a special meeting of the Council on July 12. Subsequently, it was hoped to arrive at a compromise solution, and the Minister of Labour was asked to hold the report in abeyance, but, as was reported in last month's "L.G.S.", the employers' proposals for amending the application of the provisions of the circular proved unacceptable to the staff side, and the reference to arbitration was renewed.

In the meantime, certain management committees—following advice given in a Ministry of Health circular to regional hospital boards on July 15—had given notice to officers affected by A.C. Circular No. 12, terminating their contracts and offering re-engagement on salaries calculated in accordance with the new conditions.

Counsel's opinion

NALGO, viewing this as a contravention of the Conditions of Employment and National Arbitration Orders 1940-1944 (which state that an employer shall not declare or take part in a lock-out, and define lock-out as the refusal by an employer, in consequence of a dispute, to continue to employ any number of persons employed by him, with a view to compelling those persons to accept terms or conditions of employment), obtained the opinion of leading Counsel. This stated that the notices given by the management committees constituted a lock-out within the meaning of the Orders, and the Association therefore advised affected officers to inform their hospital management committees that they could

not accept the notices as valid and that they would continue their employment on the understanding that they did so upon existing terms and not upon those which it was sought to impose on them. At the same time, NALGO informed the Ministries of Health and Labour of the position.

Notices suspended

On November 22, the Ministry of Health replied to the Association that its circular of July 15 should not have been operated in circumstances that would give rise to a lock-out, and that since the staff side of the Council had again reported the existence of a dispute, it had now advised regional hospital boards to instruct hospital management committees concerned "to regard notices of termination of contract expiring after October 16, on which date the staff side announced their intentions of referring the new dispute to arbitration, as suspended until the dispute has been resolved."

It is hoped that the award of the Tribunal will be available soon after January 4, and that the effect will be to avoid the injustices with which the interpretation of the circular had threatened many officers.

LOCAL GOVERNMENT

Joint committee set up for senior officers

by J. C. HAMILTON

FOLLOWING publication of the recommendations of the Joint Negotiating Committee for Chief Officers, several chief and senior officers not specifically mentioned in the preamble have enquired about their position.

The Joint Negotiating Committee has within its scope, in addition to the four designated classes of chief officer mentioned in the preamble (i.e. accountants and treasurers, engineers and surveyors, chief education officers, and architects) all other officers, irrespective of designation, except clerks of councils, receiving more than £1,000 a year, excluding London "weighting." On the other hand, the local government National Joint Council has within its scope all officers, with the exception of clerks of councils and the four other designated classes of chief officer, receiving up to and including £1,000, excluding London "weighting."

It will be seen, therefore, that there are certain officers, earning either more or less than £1,000 a year, who are the joint responsibility of the two negotiating bodies, and it became necessary to establish some form of liaison machinery. A joint committee has therefore been established, representing both sides of the two bodies, whose general function will be to make recommendations to the two parent bodies on the salaries and conditions of service of classes of officer who come within the scope of both bodies.

This joint committee has already met, and has agreed that the staff side should submit a schedule of classes of officer considered to be within the scope of the joint committee. That schedule is now being prepared, and will shortly be submitted to the employers' representatives.

TRANSPORT

Scheme for Scottish engineers agreed

by JOHN LANCASTER

IN CO-OPERATION with A.S.S.E.T. and T. & G.W.U., NALGO has concluded an agreement on the salaries and conditions of service for road passenger transport engineering staffs employed by the Scottish Motor Transport group of companies. As a result :

Depot engineers will be paid a minimum of £7 a week, and thereafter on the following scale :

No. of vehicles	Weekly wage £ s. d.
Up to 20	7 10 0
21 " 30	7 18 0
31 " 45	8 0 0
46 " 60	8 7 6
61 " 80	8 15 0
81 " 100	9 3 0
101 and over	9 10 0

Depot foremen will be paid a minimum of £6 17s. 6d. a week, and thereafter on the following scales :

	Number of Vehicles		
	Up to 60	61 to 80	81 & over
	£ s. d.	£ s. d.	£ s. d.
Day-shift foremen (engineer) and night-shift foremen (non-engineer)	7 7 6	7 15 0	8 3 0
Night-shift foremen (engineer)	7 15 0	8 2 6	8 10 0

Works departmental foremen, including vehicle examiners, will be paid £7 10s. a week on appointment, £8 after one year's service, and £8 10s. after four years' service.

Foremen storekeeper will be paid £7 a week on appointment, £7 10s. after one year's service, and £8 after four years' service.

Conditions of service for these staffs are similar to those embodied in the clerical and supervisory staffs and inspectorate agreements.

The date of operation was to be contingent upon receipt by the employers of signed agreements from each of the unions. These have been sent, and there should therefore be no delay in effecting the scales.

National Executive Council

AT ITS MEETING on December 2, the National Executive Council considered reports of the proceedings of meetings of the special committee on the adaptation of Association machinery held in October and November, and of a joint meeting of the special committee and the finance committee which dealt with the recommendations for NALGO's future financial structure. Details of amend-

ments to the report on adaptation which the N.E.C. presented to last year's Conference and of the new financial scheme appear on pages 329-331.

The Council also confirmed the proceedings of the October meetings of its standing committees, which were reported in December "L.G.S.," and ratified the decisions of the service conditions and organisation committee meeting on November 25. These included :

Conference resolutions

The committee's approval of the following decisions made by its service conditions sub-committee on October 28 on the motions referred to the N.E.C. by the 1950 Conference :

General Division maximum

By Brentwood, Burnley, Durham, Glasgow, Seaham, and West Bridgford, instructing the N.E.C. to seek a reduction of the age at which the maximum of the General Division is reached, together with amendments by Tottenham, Northants County, Aberdare, Brentwood, Birmingham, Southport, and Paignton and District, seeking other improvements in the General Division scale.

With the exception of the Birmingham and Southport amendments, which asked for the General Division maximum to be reached at 26 and 25 respectively, the resolution and amendments are to be incorporated in the revised Charter for submission to the N.J.C. at an appropriate time.

Shorthand typists: machine operators

By Glasgow and Northants County, calling for separate scales of salaries, higher than the General Division, for qualified accountancy machine operators and shorthand typists, together with amendments by the River Trent Catchment Board, Nottingham Health Services, and Bebington branches.

By Middlesex, calling for additional "ability pay" for copy and shorthand typists in the General Division.

Since this matter is at present before the N.J.C., further action was not necessary.

Provincial "weighting"

By Birmingham, Coventry, Glasgow, and Manchester, seeking provincial "weighting" for large towns and cities and their adjoining areas, with amendments by Hertfordshire County, Bognor Regis, Cowes, and Mid. and West Herts Hospitals branches, seeking (a) to extend the "weighting" to holiday resorts and spas, and (b) to extend the London "weighting" to the whole of the area within 30 miles of Charing Cross.

Proposals seeking "weighting," based upon civil service precedents, are included in the revised Charter. No action was taken on the amendments, by Hertfordshire, Bognor Regis, Cowes, and Mid. and West Herts.

Education welfare officers

By the Education Welfare Officers' National Association, deploring the National Joint Council's interim award for education welfare officers, and pressing for a final award.

Since the N.J.C. has recently agreed to an amendment to the recommended grading to delete the halt of two years

at £375, so that the grading is now £315 × £15 to £420, further immediate action would be abortive.

Increments

By Middlesex, complaining that salary grades offering only three annual increments do not offer a career to local government officers, and urging negotiations for "conditions of service which offer reasonable prospects."

By Barking, seeking higher annual increments, with amalgamation of grades where necessary.

By Southampton, calling for presentation to next year's Conference of a scheme for long-service increments applicable to officers in all grades after reaching the grade maximum, with amendments by Bristol, Paignton and District, and Coventry.

By Tottenham, seeking a reduction in the number of grades, with elimination of overlapping, with amendments by Lancashire County, and Fulham, the former calling for a greater range of increments and the latter for the extension of equal pay to the General, Clerical and Higher Clerical grades.

Although the sub-committee did not agree with the terms of the Middlesex motion, it approved the proposal by Barking, and when the revised Charter is under consideration every effort will be made to increase the amount of increments and, where necessary, amalgamate grades. The other amendments were not approved.

Local improvements

By Coventry and Middlesex, instructing the N.E.C. to authorise and encourage branches to negotiate local improvements to the Charter.

While local negotiations might secure improvements, the sub-committee felt that, in the long term, such negotiations would imperil national standards. The Conference resolution that the Charter is to be regarded as a minimum, however, already authorises local negotiations.

Health Service

The resolution by the Metropolitan Regional Hospitals Board branch, protesting at the continued application of local government scales to officers in the National Health Service and calling for early opening and speedy conclusion of negotiations for staff transferred to this service, has already been referred to the National Health Consultative Committee.

Valuation officers

The Middlesex motion drawing attention to the higher salary scales offered by the Inland Revenue for district valuers and valuation officers and by the nationalised boards, and pressing for wholesale amalgamation of the A. P. T. grades, was noted.

Salaries claim

The draft case for a 20 per cent all-round increase in salaries to be presented to the local government N.J.C. for England and Wales on January 17 was approved, and the latest position in Scotland discussed. Details of the latter appear in Scottish notes on page 344.

Readers' Forum

An officer's first duty

I trust that few members will be so gullible as to be impressed by Mr. Dant's appeal in December "L.G.S." on behalf of a dismissed Communist colleague.

I am, I hope, as great a believer in freedom of thought and action as your correspondent, but I do not think that this gives me a mandate to dishonour my contract of service.

It is easy to invoke the Charter in support of personal advantages and to forget the obligations it imposes; perhaps Mr. Dant will tell us how he reconciles his attitude with paragraph 37, which states that "the first duty of a local government officer is to give his undivided allegiance to the authority employing him." A local authority, through democratic channels, owes its allegiance to a constitutional monarchy; will any Communist (without the cloak of anonymity) deny that, given the opportunity, his party would do other than abolish allegiance to this monarchy and transfer it publicly where it now gives it privately? I contend, therefore, that it is not possible for a Communist to honour his obligations under the Charter and, assuming sincerity in his political beliefs, he should not await dismissal but resign.

The same paragraph of the Charter also provides "that the public expects from the local government officer a standard of integrity and conduct not only inflexible but fastidious." Are we to understand that arrest and conviction in connection with a political demonstration is fastidious?

I agree with Mr. Dant that the term "criminal offence" as used in the Charter is too wide, but not that the case cited proves the point.

Mr. Dant points out that one day we may have to choose between selling our souls and professing unpopular views; if we are to go out of our way to assist individuals with views diametrically opposed to our very way of life, that day may not be as far ahead as he imagines.

Public Health Dept.,
Municipal Buildings,
Camberley, Surrey.

A. J. DESBROW

"Betrayal of human rights"

Mr. J. D. Dant may well sound the alarm as we see the officer to whom he refers summarily dismissed because of his opinions, the pretext being an act of civil disobedience resulting in conviction for a criminal offence.

Let it be noted that this crime in no way

impinges on his ability to carry out his duties. The officer has, I believe, secured another post, with a local authority, but let us be on our guard, for it appears that in these days of "witch-hunts" and "security purges" no one is safe, and, as Mr. Dant says, even a car-parking conviction might be used as a lever to get rid of an officer whose opinions are considered undesirable.

NALGO should have done its utmost to secure this officer's re-instatement, and it is disappointing that apparently nothing was done.

I am no Communist. I abhor the very idea of the totalitarian state, but when a man is victimised because of his opinions, it is time to take notice. If NALGO does not make a stand in this matter, it will betray the principles its members pay to uphold—human rights.

L.C.C. branch

H. E. COGSWELL

Mr. Cogswell refers to the member being convicted "for an act of civil disobedience" and Mr. Dant wrote "that he was arrested at a demonstration in Trafalgar Square" and was convicted for "this act of civil disobedience." Both state that he was dismissed "because of his opinions." In fact, the member pleaded guilty to, and was fined for, obstructing a police constable when in the execution of his duty. It is not true that "nothing was done" by NALGO. At the request of the branch, the district organisation officer made representations to the local authority, and a deputation, which included the D.O.O., met the council in committee. The branch subsequently endorsed the action taken, and resolved (a) that the member's application for assistance had been properly dealt with, and (b) that no further action should be taken.

Lower age for maximum, too!

While the claim for a 20 per cent all-round increase meets with members' approval, there are still many who are dissatisfied with the present General Division, where the maximum is not attained until age 32. A 20 per cent increase will do nothing to alter this position: the age for reaching the maximum should be reduced by five or six years. If an officer is not fit to go on his maximum at 27, he will still not be fit at 32—and vice versa.

Treasurer's Dept.,
Thornton-Cleveleys U.D.C.

E. B. WHITTAKER

As is reported on page 333, it is proposed to deal with this point when the revised Charter is submitted to the N.J.C.

Labourers better off

Following on the recent J.I.C. award to labourers and many other manual workers, it is interesting to compare a labourer's income with that of a General Division officer.

A labourer—receiving adult pay at 18—has earned over £4,500 at age 32 (115s. 6d. per week) while a General Division officer—reaching his maximum at 32—has earned (since age 18) £4,255. Not until he is 26 does an officer receive, annually, as much as a labourer.

When one remembers that a manual worker often has more opportunity for overtime (and at better rates of pay), has no need to "dress for the job" and has no study fees, text books to buy, etc., one can sympathise with the young officer who is sorely tempted to beat his pen into a shovel.

"DUM SPIRO, SPERO"

Local government's "Cinderella"

NALGO has at last found a niche for the sanitary inspector. This class of officer, for many years pushed into the background whenever salary increases were under consideration, is now being flung into the front line to fight NALGO's battle for a 20 per cent increase.

All the salaries propaganda mentions the "vital public health services" and there are numerous references to food inspectors, meat inspectors, shops act inspectors, pest control officers, market inspectors, slaughterhouse inspectors, housing officers, refuse collection superintendents, building inspectors, etc.; few of the public realise that in most districts all this work is in fact carried out by that Cinderella of local government, the sanitary inspector.

We notice that in the imposing list of examinations which local government officers have to pass, no mention is made of the sanitary inspector's qualifying examination, despite the fact that this is a statutory qualification.

We say it stinks—and we should know!

The Old College,
Petersfield, Hants.

W. BELL
T. R. DEVENISH

Pensioner's plea

I note your comments on the letter by "Superannuated." Why should difficulties arise because "pensions are based upon contributions paid"? The principle of assisting pensioners has already been accepted by two previous Pension (Increase) Acts.

The Superannuation Acts were supposed to apply to normal conditions and not to abnormal conditions resulting from a world war. Contributions paid under those Acts in the past represented a far greater purchasing power than they do today. If, however, this fact must be ignored, then it obviously follows that the pensions (based on recent salary increases) of those persons now retiring can have little relation to the amount of contributions paid.

Hardship, owing to increased cost of living, has been stressed in the demand for still bigger salaries. This argument could be stressed far more forcibly in the case of pensioners.

If sacrifices are to be fairly borne, having regard to services rendered, the pensioner must not continue to go hungry while one big salary increase follows another.

"St. Meva," T. H. KEAST
Bodmin, Cornwall.

Efforts are being made to get increased pensions through the T.U.C. Advisory Committee for the local government service. This course is being taken because manual workers and teachers are also affected.

Promotion exams useless?

To improve the status of the service and the officer, it is considered necessary to devise further examinations. Intending candidates must realise that this idea originated in paragraph 28 of the Charter, but has not yet been effected, even for promotion to the Clerical Division.

The N.J.C. expect men to spend time and money over examinations which do not appear to be of any use so far as promotion is concerned. There is no reason to expect that paragraph 28 will be enforced even by June 1951, because as long as promotion is being given to officers who don't bother with exams, the younger member will not bother either.

Let NALGO either be honest and admit that examinations do not really prove ability to hold down a job, or else keep its promise of 1945.

We want to see some results for our labours.

102, Kennington Avenue, T. LEWIS, D.P.A.
Bristol, 7.

Clerical officer's protest

The new examination scheme amendments further the anomalies and unfairness to established officers by exempting A.P.T. I and II officers from the new provisions, but not those in the clerical grades.

In practice, the duties of the clerical and lower A.P.T. grades are synonymous, and, being graded in the former and performing my duties loyally in a small licence and taxation office for 20 years (war service excepted), and now seeing my future chances of well-earned promotion being blocked, I can only be bitter that NALGO recognises service and experience but little, and hope that I shall soon join the ranks of local government officers who have left the service.

CLERICAL DIVISION

Amendments beneficial

NALGO is to be congratulated upon the amendments to paragraph 28 of the Charter as set out in December "L.G.S.," particularly the amendment relative to promotion in the clerical and A.P.T. divisions without examinations for officers holding substantive posts on October 18, 1950.

For a long time, many of the long-service officers in the lower A.P.T.

Letters for the February journal must reach the Editor, 1, York Gate, London, N.W.1, by January 11. Please keep them short!

divisions have been greatly concerned about their future. It is hoped, now that this amendment has been approved by the local government N.J.C., that it will not be subjected to any alteration, otherwise disappointment and hardship must follow.

Liverpool. L. W. FALCON

Long service: longer leave

I have read numerous letters and notices of motions asking that the annual leave scale should be amended upwards, but I cannot recollect any which dealt specifically with the important length of service element in relation to the need for a holiday or rest from the strain of work and confined space.

I make an appeal for the older men, regardless of their grading, and suggest for the consideration of all members, that the scale of annual leave should embody the following proviso:

"The following scale shall be applied to all officers whose continuous service amounts to the figure shown below, whatever their grading.

Completed years of service	Period of leave
20	18 working days
30	21 " "
40	24 " "

"This scale shall not operate to the detriment of any officer whose existing terms of service entitle him to a longer period of leave."

"JUSTE MILIEU"



B & O Fund's finances

Last month's "L.G.S." contained an appeal from the chairman of the national B & O Fund committee, calling attention to the financial difficulties of the Fund.

I fully agree with the aims of the Fund, and I support faithfully all sweepstakes, etc., run in its aid, but, on reading through the 1951 NALGO diary, I find, from the figures on pages 20 and 21, that the total income of the Fund to 1950 appears to be £613,803, and the total grants only £411,268, leaving a surplus of £202,535—hardly financial difficulties!

However, on page 28 of the diary, details are given of how £37,512 was spent by the Fund in 1949, although the amount of grants on page 21 for 1949 is only £32,153.

No doubt you will straighten out these figures for me.

WILLING BUT PUZZLED

Our correspondent will appreciate that, in addition to the £411,268 paid in grants, administration costs of the Fund during the 33 years covered by the figures quoted must be included. Office accommodation, staff, printing, stationery, and other incidentals cost money.

The table in the 1951 diary shows against each Conference date statistics referring to the year ended the previous December 31. The appropriate figure for grants for the year 1949 is therefore £37,562. This sum includes grants amounting to £50 made to outside bodies, which are not included in the statement on page 28.

The Fund's balance sheet at December 31, 1949, shows a surplus of £128,588—£73,947 less than the amount supposed by the correspondent.

The recent failure of receipts from B & O subscriptions and donations to keep pace with the disbursements of the Fund has forced us to realise investments to make up the deficiency. This will naturally cause a contraction in the amount of interest to be credited to the revenue account of the Fund each year. Thus it is obvious that if no attempt is made now to reconcile income with expenditure, there must ultimately be a serious depletion in the amount of the Fund's surplus.

"A spirit of tolerance"

I was pleased to learn that priority is to be given to members with children who apply for August bookings at the holiday centres, and am surprised at "Equality's" letter in September "L.G.S."

Have those of us without children—and I am one—thought of the problems confronting those who have? August is a recognised month for the kiddies' holiday, and the centres cater for families, but children are not always welcomed at every hotel and boarding house. There is also the economic question.

I know two families who were bitterly disappointed last year because they could not book a date during school holidays. I plead for a spirit of tolerance.

REGINALD F. WHEELER

73, Manor Road North,
Surrey.

"ABINGDON" WRITES HIS NALGO

DIARY

THE STORY of Glasgow's four-week battle against smallpox, told in L.G.S. in June, deserved a wider audience, and I was glad to see that "John Bull" last month considered it dramatic enough to be written "for the record." The work done and the sacrifices made by Glasgow's officers is ably described and illustrated in the first two December issues, and the final statistics give an indication of the magnitude of the job.

Our own article, by William Black, has been reprinted in home and overseas journals, and cannot be repeated too often. Only the efficiency of the service prevents more stories like this, and it is well that the public should be occasionally reminded that watchful eyes keep them safe from such perils.

The economic survey

Our public relations department must, at the moment, compare with a post office parcels depot a few days before Christmas. Before the last of the 170,000 personal questionnaires had been dispatched, the mail vans were bringing the first replies, and within a day of the dispatch being completed, mailbags were arriving at such an alarming rate that we were at a loss for stacking space. Time and motion study experts would revel in the problem of opening, unfolding, numbering, and scrutinising 170,000 forms—for we want a 100 per cent reply.

Although replies were requested by December 4, late ones will still help to complete statistics, and I hope that if you have not yet completed and returned your questionnaire you will do so. There are still forms and reply-paid envelopes at headquarters; if by chance you have not had a copy, one will be sent on request. This is everyone's chance to take a personal part in the claim, and the survey can only be completely effective if it represents *all* members.

A declared ally

In our claim for an all-round salary increase, every sign of support and

expression of good wishes is welcome, and not least when it comes from an authoritative quarter. "London Town," the journal of the London County Council staff association, comments in a recent issue on NALGO's efforts to procure evidence to support the claim, and wishes us well in our enterprise. The staff association is also negotiating for a cost-of-living increase. I reciprocate the "fraternal interest" they showed in us, and share their hopes that we shall both be successful.

Equal pay

Although "To be a Woman," Jill Craigie's film on equal pay, is not yet available for local viewing, the Metropolitan district committee managed to borrow a copy for a meeting of London equal-pay advocates on December 8.

Until arrangements are complete for its national distribution, I am pledged not to comment on the film, but it certainly made a fitting prelude to a lively meeting. The women—and the handful of brave men present—talked sound sense. Any arguments that women's financial responsibilities often equal those of men were firmly rejected as irrelevant. That, they said, was no concern of the employer. A more apt slogan would be "Equal Opportunity and the Rate for the Job," leaving the State to make adjustments by taxation, subsidies, allowances, and social welfare.

When I left, volunteers for "active service" were giving their names to MISS G. WATTS, secretary of the district women's panel, faster than she could take them.

Incidentally, the film is not yet paid for, and members wishing to contribute towards its cost may still do so.

New address for district office

On December 18, the Eastern district office moved into new premises at 143,

New London Road, Chelmsford. The full list of district offices and officers will appear in the February issue.

Two men of Wales

My congratulations to E. R. DAVIES, one of southern district's four N.E.C. representatives, on his appointment as clerk of Berkshire county council, are tinged with regret that his additional official responsibilities necessitate his relinquishing office as NALGO's senior vice-president. This means that he will not now be nominated as next year's president. He is, however, for the time



being at least, retaining his seat on the council—one which he has held for 11 years with only one short break.

LEWIS BEVAN is now elevated to the senior vice-presidency. My best wishes go to these two men of Wales.

Illness of W. Pitt Steele

I was sorry to hear that W. PITT STEELE, Metropolitan member of the N.E.C., is seriously ill. He collapsed at a meeting of the staff side of the midwives' standing committee of the Nurses and Midwives Council, and was immediately taken to hospital in a critical condition. At the time of going to press, his condition was reported to be a little better.

School in the north

I have had glowing reports of the week-end school of branch management held at Otterburn Hall, Northumberland. Seventy members from the local government, water, electricity, gas and health services had a pleasant week-end and, at the same time, were able to hear the intricacies of branch management explained by a team of experts. Papers were presented by E. L. RILEY, NALGO's President, P. H. HARROLD, honorary solicitor for England and Wales, G. R. BULL, former secretary of the North Eastern provincial council, A. E. ODELL, chairman of the N.E.C. education committee, and W. J. UPTON, East Midlands district organisation officer, and were well discussed by the students. With

Continued on page 338



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"Abingdon's" NALGO

Diary continued

such a full curriculum, I cannot see how members found time for the social activities planned, but I am assured they did.

Daily news

Wall newspapers come and go, but one which appears every day without fail is worthy of note. That, at any rate, is what members at Islington branch think, for they have a lively interest in the NALGO wall newspaper which appears daily in their canteen. A team of eight



enthusiasts ensures its regular appearance, and its ever-changing local and national news and the splashes of colour attract a complete readership. I wonder if its claim to be the only regular daily will be challenged?

On service in Korea

J. D. WILLIAMSON, our north-eastern district officer, who was recalled for military service last August, is now in Korea. He writes to me of the trials (and smells) of his suddenly changed life, but says that he has managed to find a NALGO colleague. One of his companions out there is LESLIE CORNICK, who was Southport's branch p.r.o.

Parish councils review

In our pattern of local government the small are just as important as the big, and the voice of the small should be heard. And it is being heard, for the National Association of Parish Councils is now publishing a quarterly journal, "The Parish Councils Review."

It is a well-printed 54-page pocket-size booklet presenting viewpoints and problems of parishes, and will be a useful medium for achieving amity between parish councillors and their officers. The annual subscription of 3s. 6d. is modest for this well-prepared journal.

Retirement

My congratulations to J. S. FARNSWORTH, deputy borough treasurer of Barnsley. Former branch president, and branch treasurer for many years, he retires after 42 years of service.

House exchange

Brighton; Post-war 3 bedroom council house, for similar house in Worthing. F. H. Cox, 100, Carden Hill, Brighton, 6.

To find out more—

—about NALGO's ancillary services and how they can help you, send for the free publications listed below. Write your name and address in the margin above, tick the square opposite the publication required, tear out, and post (id., open rate) to NALGO, 1, York Gate, London, N.W.1.

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* 1951 brochure will be sent when ready.

Provident Society membership increased

Additional income during sickness appeals to many young members, as the Society's new enrolment figures to November 30, 1950, show. 505 members joined the Sickness scheme, compared with 357 in 1949, and new Hospital and Nursing Home scheme enrolments increased from 211 in 1949 to 303 last year.

Even a bout of influenza can seriously affect one's health. Extra sick pay, and two weeks' free convalescence at "Knole Lodge," Bournemouth, are a big help at such times.

Particulars of the Society's schemes can be obtained from branch local correspondents, or direct from NALGO Insurance Department, 1, York Gate, Regent's Park, N.W.1.

A reminder

Will any members of the society who have omitted to notify their local correspondents of change of address or place of employment please do so?

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MORECAMBE. Claremont Private Hotel, 30, Marine Road W.—Families welcome. Comfortable Lounge. Personal supervision. Sea front. Central. H. & C. Terms from 15s. daily. Tel.: 2915.

MORECAMBE. Brentwood, 30, West End Road.—On sea front. H. & C. Illuminations vacancies. Terms 15s. 6d. daily. Tel.: 2143.

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OFFICIAL & MUNICIPAL

LOCAL GOVERNMENT EXAMINATIONS BOARD,

CLERICAL DIVISION EXAMINATION, 1951

The first examination will take place on Monday and Tuesday, 23rd and 24th April, 1951.

Applications to sit, which must be made on the prescribed form obtainable from the address below, must be received by the Secretary not later than 31st January, 1951.

Entry fee two guineas.

At the date of entry to the examination a candidate must be an officer on the staff of a local or other approved public authority and must have had six months' service with such an authority, and on or before 1st April, 1951 must have attained the age of 18 years.

The first Administrative Examination (Intermediate grade) will be held in October, 1951, on dates to be announced.

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Form of application for entrance may be obtained from the General Secretary, The Institute of Housing (Incorporated), 37/38, Strand, London, W.C.2.

Entries must be received not later than 31st January, 1951.

LOCAL GOVERNMENT AND PUBLIC
ADMINISTRATION EXAMINATIONS

are to be held in London and the Provinces on the 12th, 13th and 14th June, 1951.

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At Random



by 'HYPERION'

I AM HALF pleased, half annoyed when, as has happened several times recently, someone insists on retelling to me a quip or anecdote which has already appeared in this column :—pleased because it is evidence that "At Random" is read, annoyed because I don't mind a tail wagging a dog, but I hate a tale dogging a wag.

Thought for the month

The most insecure people on earth are those who are for ever playing safe.—
Bertrand Russell.

Local government nightmare

"In a town council there are 25 councillors and 10 aldermen; how many committees can be formed, each consisting of 5 councillors and 3 aldermen?"—Question from school textbook.

Believe it or not, the answer is 6,375,600!—and one day we may need them all!

Advice column

"On my first date with him I had three cherries, then wine with dinner, and brandy afterwards. Did I do wrong?"

Probably.

Mechanical disadvantage

"So 'e's got a tractor now, 'as e'? Well, 'e'll 'ave to put suthin' in its inside or it won't go. Not like the old black mare 'e 'ad so long, what 'ud work on air an' bad language."

So that's why!

Some people go in for dog racing or billiards. Others become councillors. It is really a hobby with us, like card-playing. We don't pretend to be benefactors. We are really enjoying our hobby.—*Report in Palmer's Green and Southgate Gazette.*

Growing problem

What I don't understand is what space is expanding into?

Heard in committee

"I move the letter lie on the table and we don't touch it with a barge-pole."

LOCAL GOVERNMENT SERVICE

Many a slip

It was resolved that the proposal to establish a mental health centre in each area where members of the local committee may attend for advice and treatment be adopted.

Hasty memorandum to all chief officers : With reference to item 3 (d) of previously circulated health committee minutes . . . for "local committee" read "local community."

Local government postbag

Mrs. Y., of above address, wants her cesspool emptied as it is full up with the visitors she has had. Could you instruct your men to come as soon as possible?

For sale

Rolls Royce hearse with 1938 body.

—*London newspaper advert.*

Town Planning

*I think that I shall never see
A bill-board lovely as a tree,
Indeed, unless the bill-board fall,
I'll never see a tree at all.*

—Ogden Nash.

So different

When I pointed out the folly of a male shop assistant who was coughing and sneezing near an exposed keg of butter without using a handkerchief, the young lady serving me replied innocently : "Oh, it isn't butter, it's margarine!"—*Letter to "Sunday Dispatch."*

Something to whistle about!



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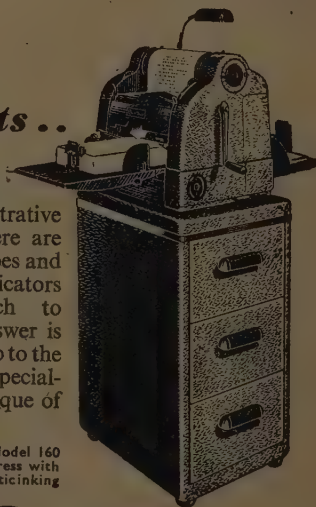
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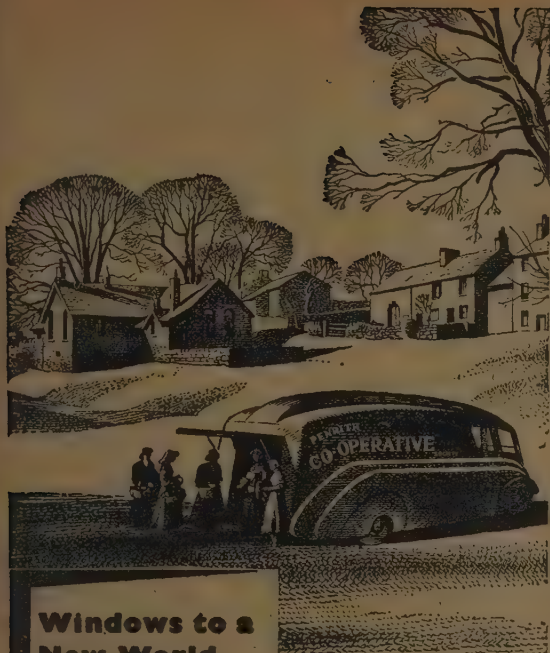
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Drawn by Rowland Hilder, R.I.

From the ancient Cumberland market town of Penrith, Mobile Shops of the Co-operative Society take C.W.S. goods through some of the most beautiful scenery in Britain to supply the needs of the outlying farm and lonely Lakeland village.

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MY BOOKSHELF

by EDWARD KAY

THE CHARACTER and the shape of changes in government over the past thirty years may be seen and measured in British Government since 1918 (Allen & Unwin. 16s.). This symposium, prepared under the auspices of the Institute of Public Administration, tells how governmental machinery has been adapted to meet growing responsibilities. And it removes some misunderstandings. Lord Campion, former clerk of the House of Commons shows that, though the Government now controls more parliamentary time than in the past, it has not reduced the time at the disposal of the Opposition. D. N. CHESTER's review of the development of the Cabinet since 1914 finds the most significant change not in size—the total stands at about 20 where, apart from war-time emergencies, it has stood for many years—but in its more formal and orderly method of transacting and recording its business. A penetrating and lucid chapter on central government departments comes from Professor W. J. M. MACKENZIE. Professor W. A. ROBSON takes more than his share of space to deal—illuminatingly, it is true—with administrative law. SIR

ARTHUR STREET, of the Coal Board, disposes of the myth that quasi-governmental bodies of the "board" type are something novel; and surveys the wide variety and organisational problems of such bodies now in being. The book ends with J. H. WARREN's chapter on local government, a model of compression.

But one closes the book with the conviction that this branch of public life has been given less than its share of attention.

Trade unions

As members of the largest union of blackcoats, NALGO members will regret that HENRY COLLINS in *Trade Unions Today* (Frederick Muller. 4s.) has so little to say about non-manual workers' organisations. Appearing late on the historical scene, they have to some extent profited by the experience of their predecessors; in a few respects—like "tidiness" of organisation—they lead the way. Apart from this weakness, Mr. Collins has written a comprehensive and fairly balanced account of the rise, present state, and policy of trade unionism from

which local government officers can learn much.

Miscellanea

The National Council of Social Service has issued a serviceable guide (1s.) to *Recent Developments of Social Service in Great Britain*. All whose business it is to put ideas across to others should see *Discussion Method* (Bureau of Current Affairs. 3s. 6d.) and examine this fascinating technique. *A Guide to Juvenile Court Law* (by GILBERT H. F. MUMFORD. Jordan. 10s. 6d.), now in its third edition, is primarily for lay justices dealing with juvenile delinquency. The National Women Citizens' Association's *Guide to Local Government* (2s.) is a 44-page symposium containing most of the basic facts but needing more thorough editing.

Also received

Rights of Way, Access to the Countryside, and National Parks. Published for the National Association of Parish Councils by the National Council for Social Service. 1s.

Measuring Bad Behaviour. An analysis of criminal statistics. A. M. Struthers. National Council for Social Service. 1s.

Social Patterns. Report of Conference on social work at Harrogate, 1950. N.C.S.S. 3s.

The Law of Sewers and Drains. Does not cover London, Scotland, or Northern Ireland. J. F. Garner. Shaw. 25s.

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PROMOTION EXAMINATIONS

Education notes

by K. S. CARTER

REPRESENTATIVES of area education committees who met in Leicester on November 18 considered the new examination scheme for the local government service, and approved the recent N.J.C. decisions (reported in these notes last month) although it was appreciated that there would be difficulties during the transitional period.

Other matters discussed included the schemes now being considered for post-entry training in the health, electricity, and gas services, and the position with regard to such training of miscellaneous division officers in local government; the relationship between provincial Whitley councils and area education committees; and the reaction of the various districts to the post-entry training scheme formulated by the metropolitan education joint council. Unfortunately, space cannot be spared for details here, but a report of the meeting is being circulated to area education secretaries.

The chairman, A. E. ODELL, urged representatives to give publicity to the 1951 summer school programme, and the tuition facilities provided by the correspondence institute, which had made encouraging progress during 1950.

New subject in admin. exam

Since the NALGO correspondence institute's prospectus "Advance" was printed, local government law has been included in the list of optional subjects for the final administrative examination.

Scholarships for summer schools

As these notes go to press, I hear that the following scholarships will be offered for the 1951 schools. Area and district committees: east midland—3; south eastern—4; Yorkshire—1; south western—1; metropolitan—according to applications received. Branches: (one each) Kent county, Newport, Nottingham, and Salford.

I hope to publish another list next month, but in the meantime interested members should find out from their branch education secretaries what their branch and area education committees are doing because we are anxious to have names of intending students, particularly for the Oxford school.

Swedish school programme

The party will leave London on August 30 and return on September 13, the crossings to and from Sweden taking two nights and one day. Lectures will cover the history, structure, and functions of Swedish local government, and the organisation of the Swedish equivalent of NALGO. Visits are being planned to Stockholm,

Uppsala, Sandviken—an important industrial town—and there will be a boat trip in the Stockholm archipelago.

Hurry for Holland

The education committee will run another Dutch school this year if enough members are interested. Those who would like to go to Holland in May still have time to write to me, but a final decision on whether the school is to be held must be made before January 14.

International exchanges

We have the names of a number of young Danish officers who want to come over during Festival year. Now is the time for those who wish to take part in the international exchange visit scheme to make up their minds when and where they would like to go, and let us know.

1951 scholarship scheme

The title of the essay for the 1951 scholarship will be "The place and functions of NALGO as a trade union for public officers in the welfare state." Details of dates of entry and so on will be circulated to branches as soon as possible and supplied to interested members who care to write to headquarters.

New syllabus for A.R.V.O. exams

The Association of Rating and Valuation Officers will introduce a revised syllabus in 1952, making special provision for the staffs of rating valuation appeals tribunals. In the second part of the new final examination, candidates will be able to enter in specialised rating, valuation, or appeals divisions. The detailed syllabus has not yet been published, but members who would like to start preparation for the 1952 examinations at once are invited to write to headquarters for details of arrangements which can be made for pending the preparation of a complete examination course.

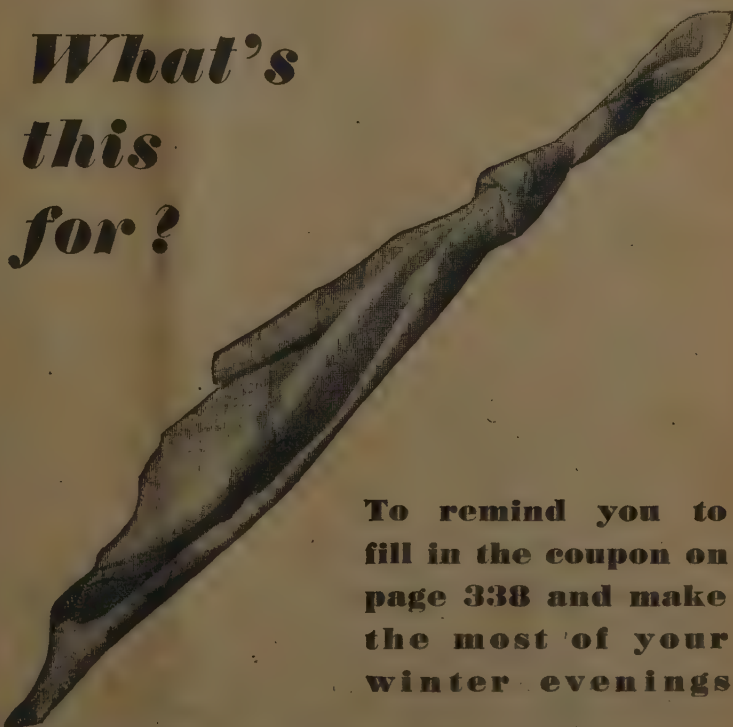
D.P.A. for senior officers only?

A recent amendment to the external and extension regulations for the London D.P.A. states that only those with three years' administrative experience with a public authority will be eligible for entry to the Diploma. Formerly, the regulations merely required three years' service with a public authority.

New school certificate

This year the general certificate of education will replace the school and higher school certificates. In circular no. 227, the Ministry of Education has listed the requirements of many professional bodies in terms of the general certificate, and members intending to take professional exams are advised to write to their examining body for information.

*What's
this
for?*



**To remind you to
fill in the coupon on
page 338 and make
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winter evenings**

Scottish notes

by JOHN L. ROBSON

THE STAFF SIDE of the Scottish local government Joint Industrial Council has now approved the terms of its application for an all-round increase in the salaries of Scotland's 13,000 local government officers. It will be based on the rise of 20 per cent in the cost of living since 1946.

A press conference was held in Glasgow on December 19, at which two of the Scottish N.E.C. representatives—S. H. BRODIE, chairman of the district committee, and D. GALBRAITH, chairman of the J.I.C. staff side—with T. SPENCE, honorary secretary of the district committee, and myself discussed with the press a statement, previously circulated to 89 daily and weekly newspapers, giving information on the situation in the Scottish local government service.

Result of enquiry

The statement was based on the results of an enquiry conducted by NALGO last September among its 228 branches in Scotland, which revealed that, although many local government officers' salaries were adjusted in 1946, the rise in costs since then had cancelled out benefits gained, with the result that, in many areas, salaries have fallen behind those paid for comparable work in commerce, industry, and the professions.

In consequence, qualified officers are leaving the service for better paid posts in other spheres of employment, and local authorities are having serious difficulty in replacing them with men and women of equivalent qualification, and in recruiting juniors of the standard necessary to man an efficient service—a situation which, in NALGO's opinion, constitutes a grave threat to the future of essential local government services in Scotland.

Unqualified staff employed

Today, the statement pointed out, local government staffs, which administer a great number of vital services, are among the most highly and diversely qualified in the country, with more than 40 professional examinations of different kinds for different categories of officers. But the salaries of technical and professional officers are generally lower than those paid for comparable work elsewhere, and some authorities are therefore being compelled to appoint unqualified people to technical posts, and, in some cases, to "farm out" technical work to private firms at increased cost to the ratepayer.

Similarly, competitive salaries, and—what is also important—conditions in industrial establishments, are attracting juniors and thus depriving local government of the right type of entrant.

When the Scottish Charter was introduced in 1946, A. T. MORRISON, chairman of the J.I.C. employers' side, said:

"The aim of the whole council, representing as it does all local authorities, city, county, and burgh, on the one side, and the staff associations and unions on the other, has been to frame a two-fold scheme which will make conditions more comparable with occupations of a similar nature outside the service, and which will not only maintain, but will raise the standard of entrant to the service."

Recent reports from NALGO branches in all parts of Scotland, however, indicate that this aim is far from being realised today. Here are some of the examples quoted in the statement:

Central Scotland

"The level of salaries paid by banks, insurance companies, and in industry generally places the local government officer in an unfavourable position. This fact will in future affect the standards of recruitment and ultimately the efficiency of the local government service as a whole."

"Technical departments report that clerks of 21 and 22 are receiving considerably less than the council's manual workers. There is a general drift from the service, and difficulties have been experienced in filling vacancies. This is especially noticeable in appointments of shorthand-typists and technical staff. Technical staff are not staying with the authority after getting their qualifications."

"The county analyst needs qualified assistants—essential to public health. The scale has been increased, but after advertising for over 18 months no applications have been received. There is only one assistant and there should be three or four."

South-West Scotland

"Assistant engineers have been accepted before they have obtained the proper technical qualifications. Frequent changes in staff, affecting all departments and most sections, breaks the continuity of the work and is spoiling the efficiency of the service."

North-East Scotland

"The present salary scales will not attract applicants to local government service in competition with the higher figures offered elsewhere."

Northern Scotland

"Juniors are having to be employed for posts in which juniors would not normally be employed. In a number of cases, owing to recruiting difficulties, juniors have been given posts long before the probation period is up."

North-West Scotland

"Unqualified men are being appointed as the salaries are not adequate. No attempt is being made to fill certain technical posts."

Tribute to NALGO

"After forty years' connection with the National Association of Local Government Officers, I know of no other service which is as competent and thorough in its service to the public," was the Marquess of Aberdeen's tribute to NALGO at the Aberdeen county branch's annual dinner and dance in Aberdeen on Thursday, November 23, 1950.

Lord Aberdeen told the branch that his contact with the Association began in 1910, and ever since then he had known that NALGO, not only in Aberdeen, but throughout the country, was representative of the very best service to the public.

"I say that NALGO is an example of public service which cannot be beaten, and it gives me very great pleasure to make this testimony," Lord Aberdeen declared.

Concluding, he wished the Association in the north-east, and wherever it is, continued success, in its efforts to serve the public as it had done in the past.

Apart from the merits of the claim, there are other features of the Scottish Charter which must be considered. Both salaries and grading are lower in Scotland than in England and Wales. In the general division, for example, the disparity ranges between £10 to £25 per annum, while the table below showing the percentages of officers in each grade in 1948 north and south of the border speaks for itself:

Division	England and Wales	Scotland
	%	%
General	42.8	57.5
Clerical	9.9	10.2
Higher Clerical	2.3	2.9
A.P.T.	32.0	29.4
	87.0	100.0

Note: The balance of 13 per cent in England and Wales falls into the Miscellaneous divisions and those covering salaries between £760 and £1,000—grades not covered by the Scottish Charter.

The absence of J.I.C. appeals machinery in Scotland until 1949 has, of course, prevented anything like the improvement in individual gradings secured through the provincial and national appeals machinery in England and Wales.

On the other hand, we have to bear in mind the agreement already negotiated in the J.I.C. to abolish grouping as from May 15, 1950.

Area meetings to publicise the claim are being held in Edinburgh, Aberdeen, and Dundee, and surrounding branches will be kept in touch with developments and supplied with any press statements issued.

Now that the stage has been set, we are relying on branches to play their part. Every assistance will be given by the salaries campaign sub-committee and the district office.

Transport engineers' scheme

An agreement on salaries and service conditions has been concluded on behalf of engineering staffs employed by the S.M.T. group of companies. Details are given in Transport notes on page 333.



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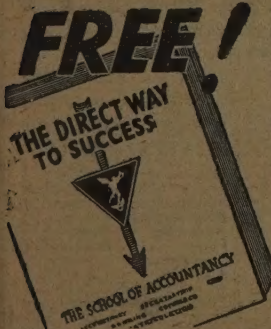
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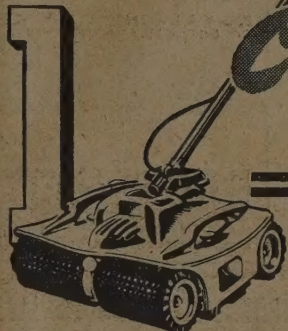
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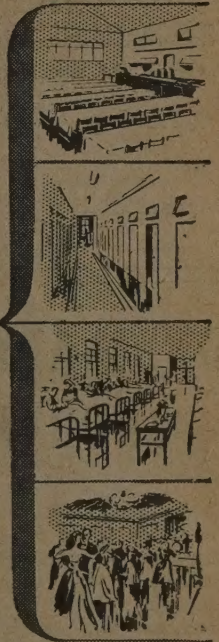
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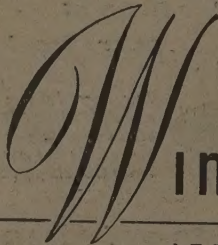
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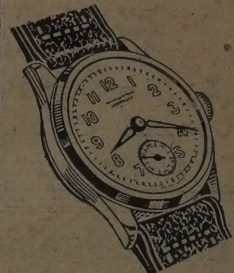
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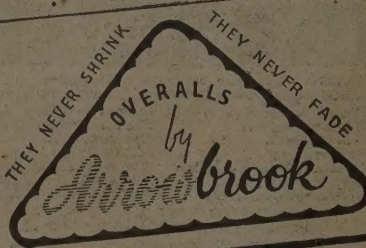
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